

State of Iowa
Family and Medical Leave Act (FMLA) FAQs
July, 2015

The Family and Medical Leave Act (FMLA) is a federally mandated program that entitles eligible employees to unpaid, job-protected leave for specified family, medical and military reasons, as well as continued group health insurance coverage under the same terms and conditions as if leave had not been taken. Eligible State of Iowa employees are entitled to up to 12 work weeks of FMLA leave in a fiscal year (up to 26 weeks for Military Caregiver Leave in a single 12-month period).

To ensure FMLA is administered consistently and in compliance with federal requirements, effective July 1, 2015, Reed Group began managing FMLA absences for Central Payroll and DOT employees.

Not sure if you are eligible for FMLA or have an FMLA-qualifying condition?
Consult the [FMLA Decision Tree](#) for guidance, or contact Reed Group toll-free at 844-507-5393 (8a-8p, M-F).

Frequently Asked Questions

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1) BASIC FMLA TERMS/DEFINITIONS	
<p>What is FMLA, and how does it impact State employees?</p> <p>FMLA is a federally-mandated program requiring employers to provide up to 12 work weeks of unpaid, job-protected leave per year for eligible employees absent from work due to an FMLA-qualifying reason.</p> <ul style="list-style-type: none">• FMLA protects an employee's job and requires the State to continue to pay its share of health and dental insurance premiums while an employee is on FMLA leave.• Eligible employees are entitled to up to 12 work weeks of FMLA leave in a fiscal year.• FMLA leave runs concurrently with paid leave. The State of Iowa requires employees to use accrued sick leave, vacation time, comp time, banked time, and/or Iowa United Professionals (IUP) personal time while on FMLA. Qualified employees may retain up to two weeks (80 hours) of accrued annual leave (vacation) once each fiscal year (Leave Retention).• FMLA must be re-certified annually, and employees are responsible for certification costs.• FMLA is not exercised at the employee's discretion. Federal FMLA regulations require the employer to designate FMLA if sufficient information is known and FMLA applies to the absence.• Regulations also require employees to provide sufficient information about absences to permit the employer to make an FMLA determination.• As a third-party administrator, Reed Group is considered an agent of the State of Iowa (the employer) and must be notified of absences that may be FMLA-qualifying in order to make a determination.	



For State policy and personnel questions,
contact DAS HRE: FMLA@iowa

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FMLA Absence Management: stateofiowa.leavepro.com
Fax: 720-456-4790

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Who is eligible for FMLA?

To be eligible for FMLA leave, an employee must:

- have worked for the State for at least 12 months in the past seven years; and
- have worked at least 1,250 hours during the 12 months prior to the start of FMLA leave

ALL employees must report FMLA-qualifying absences to Reed Group. Reed Group will determine eligibility. If an FMLA-qualifying condition is denied due to eligibility but expected to continue past the date that the employee becomes eligible, the employee must contact Reed Group again after the eligibility date is reached.

What circumstances or conditions qualify for FMLA protection?

FMLA applies when an eligible employee has an absence from work due to any of the following qualifying conditions involving the employee or family member as defined by FMLA:

- Pregnancy, birth, adoption or foster placement, and bonding with a child
- A serious health condition of the employee or to care for a spouse, parent, child under 18, or adult child over 18 incapable of self-care with a serious health condition*
- Military - Qualifying Exigency (employee's spouse, parent, or child is military member) or military caregiver leave to care for ill or injured covered service member or veteran

Not sure if you have an FMLA-qualifying absence?

Refer to the [FMLA Decision Tree](#) or contact Reed Group toll-free (844) 507-5393 (8am-8pm, M-F).

* Persons who stand or stood *in loco parentis* qualify for FMLA. FMLA regulations define *in loco parentis* as "including those with day-to-day responsibilities to care for or financially support a child." (29 C.F.R. § 825.122(c)(3).) Employees who have no biological or legal relationship with a child may stand *in loco parentis* to the child and be entitled to FMLA leave. Similarly, an employee may take leave to care for someone who stood *in loco parentis* to the employee when the employee was a child, even if they have no biological or current legal relationship.

What constitutes a "serious health condition"?

Many health conditions qualify as a Serious Health Condition (SHC) under FMLA. In addition to pregnancy, a Serious Health Condition is defined as an illness, injury, impairment, or physical or mental condition that involves any of the following:

1. Incapacity and Treatment: Incapacity of more than 3 calendar days – AND – treatment 2 or more times by a health care provider within 30 days of the first day of incapacity – OR – treatment by a health care provider at least once that results in a regimen of continuing treatment under the supervision of the health care provider. (The first in-person visit must occur within 7 days of the first day of incapacity for FMLA to apply.)
2. Chronic conditions: Conditions that require 2 or more health care provider visits for treatment during a 12 month period; continue over an extended period of time; may cause episodic rather than continuing periods of incapacity.
3. Multiple treatments: Conditions requiring multiple treatments for restorative surgery (after accident or other injury); or a condition that without treatment would likely result in more than 3 full calendar days of incapacity (such as physical therapy for arthritis, dialysis for kidney disease, chemotherapy for cancer, etc.).



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4. Permanent or long-term conditions: Conditions for which treatment may not be effective; requires the continuing supervision of a health care provider; active treatment not required (e.g., Alzheimer's, severe stroke, terminal stages of a disease).
5. Hospitalization: An illness, injury, impairment, or physical or mental condition that involves inpatient care (overnight stay in a hospital, hospice facility, or residential care facility), and any subsequent treatment in connection with inpatient care.

Not sure if you have a serious health condition?

Refer to the FMLA Decision Tree or contact Reed Group toll-free (844) 507-5393 (8am-8pm, M-F).

How does FMLA apply to Pregnancy, Birth, Adoption, Bonding?

- For the purposes of FMLA, pregnancy and recovery from child birth are considered serious health conditions, and routine prenatal doctor visits are covered under FMLA. The first absence from work due to a pregnancy should be reported to Reed Group.
- Eligible employees are entitled to up to 12 work weeks of job-protected, unpaid leave for the birth of a son or daughter or placement of an adopted/foster son or daughter, to bond with a newborn or newly placed son or daughter, or to care for a son or daughter with a serious health condition.
- A copy of a birth certificate or adoption paperwork is required.
- If both parents are employed by the State and FMLA eligible, they are limited to a combined maximum of 12 weeks of leave during any 12-month period for bonding with a healthy child after birth or adoption.

What is considered the "effective date"?

The effective date is the date the employee first used FMLA leave.

What constitutes "Incapacity"?

For FMLA purposes, incapacity is defined as the "inability to work, attend school or perform other regular daily activities due to the serious health condition, treatment therefore or recovery therefrom."

How are "Family Members" defined?

For the purposes of FMLA, family members include:

- An employee's spouse
- An employee's child under the age of 18, unless the child over 18 is incapable of self-care
- An employee's parent, or individual who stood *in loco parentis**
- A child for whom an employee is standing *in loco parentis**

* FMLA regulations define *in loco parentis* as "including those with day-to-day responsibilities to care for or financially support a child." (29 C.F.R. § 825.122(c)(3).) Employees who have no biological or legal relationship with a child may stand *in loco parentis* to the child and be entitled to FMLA leave. Similarly, an employee may take leave to care for someone who stood *in loco parentis* to the employee when the employee was a child, even if they have no biological or current legal relationship.



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Are married couples required to share FMLA leave entitlement?

A husband and wife who are eligible for FMLA leave and are employed by the same employer are limited to a combined maximum of 12 weeks of leave during any 12-month period, if the leave is taken:

- for birth of the employee's son or daughter or to care for the child after birth;
- for placement of a son or daughter with the employee for adoption or foster care, or to care for the child after placement;
- to care for the employee's parent with a serious health condition
- to care for a covered service member with a serious injury or illness incurred in the line of duty (26 work weeks of leave)

What conditions are typically NOT covered?

Under FMLA, the facts of each circumstance must be analyzed in determining whether someone has a serious health condition. Certain ailments don't typically qualify as serious health conditions, including:

- colds, flu, earaches
- upset stomachs and minor ulcers
- headaches (other than migraines)
- routine dental or orthodontic problems or periodontal disease, and
- cosmetic treatments (other than for restorative purposes), unless complications arise or inpatient care is required.

Under certain circumstances, these conditions may qualify. For example, an upset stomach might be a symptom of Crohn's disease or colon cancer. The facts always dictate whether a particular condition constitutes a serious health condition.

What are Military Leave Entitlements – qualifying exigency vs. caregiver leave?

Qualifying exigency leave allows eligible employees to take up to 12 work weeks of leave for absences related to the overseas deployment of an employee's military family member (spouse, child of any age, or parent), such as attending military sponsored functions, making appropriate financial and legal arrangements, and arranging for alternative childcare. Exigency leave may only be used by eligible family members. It does not apply to an employee's deployment.

Military caregiver leave allows eligible employees to take up to 26 workweeks of leave during a "single 12-month period" to care for a covered service member with a serious injury or illness, when the employee is the spouse, son, daughter, parent, or next of kin of the service member. The "single 12-month period" for military caregiver leave is different from the 12-month period used for other FMLA leave reasons.

2) REPORTING PROCEDURES

What absences must be reported to Reed Group?

Employees must notify Reed Group of any potential FMLA-qualifying absences involving the employee or the employee's immediate family member with:



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- A serious health condition (consult the [FMLA Decision Tree](#) or contact Reed Group: (844) 507-5393)
- Pregnancy, Birth, Adoption, Foster Care, or Bonding
- Military exigency, caregiver leave, or health condition due to military service

Not sure if you have an FMLA-qualifying absence?

Refer to the [FMLA Decision Tree](#) or contact Reed Group toll-free (844) 507-5393 (8am-8pm, M-F).

How should absences be reported to Reed Group?

As a best practice, it is recommended that FMLA leaves be initiated via Reed Group's dedicated toll-free telephone – (844) 507-5393 (answered 8am-8pm, M-F; after-hours voice mail) – and that subsequent absences related to the FMLA case be reported via the online portal – stateofiowa.leavepro.com.

How soon does Reed Group require notification?

Absences must be reported within 30 calendar days before or within 48 hours (2 days) from the start of an FMLA-qualifying absence to determine whether FMLA is applicable. Absences reported beyond the 48 hour/2-day deadline will be denied coverage unless there are extenuating circumstances.

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When do I notify Reed Group vs. my employer?

- You must report all absences to your employer and continue to follow your agency's attendance policies and procedures.
- All absences which have the potential to be FMLA-covered, regardless of an employee's FMLA eligibility status, must be reported to Reed Group for eligibility determination.
- FMLA-qualifying absences must be reported to Reed Group within 30 calendar days prior to a planned absence, at the time of the absence, or up to 48 hours (two days) after the start of an unplanned absence.
- Absences exempt from FMLA should not be reported to Reed Group.
- Consult the [FMLA Decision Tree](#) for guidance or contact Reed Group: (844) 507-5393.

What information is required when calling Reed Group?

Reed Group will ask for

- Employee Name
- Last four digits of the employee's SSN
- Home or personal cell phone number
- Job information (date of hire, job title, part or full time, etc.)
- The state in which the employee works (Some employees work in a state other than Iowa)
- The type of leave needed (intermittent, continuous, reduced schedule)
- Information about leave usage



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If I need to report an absence due to a medical condition, what information will I need to provide?

You will let Reed Group know your absence is due to a medical condition, along with the dates of absence(s) and the expected length of the absence. Reed Group will send a packet of information, including paperwork for you to complete and a Certification of Health Care Provider form for your health care provider to complete.

You will have 15 calendar days to return this paperwork to Reed Group for an FMLA determination. The State will no longer be involved in reviewing employee's medical information for FMLA.

3) DETERMINATION/CERTIFICATION PROCESS**What happens once Reed Group receives my request?**

When Reed Group receives notice of an absence, they will:

- Determine FMLA eligibility – Reed Group has 5 business days to notify the employee and supervisor of the eligibility determination (worked 12 months and 1,250 hours), as well as provide notice of the employee's rights and responsibilities.
- Determine if FMLA applies to the absence – Reed Group's intake process will determine whether an employee's circumstance meets FMLA criteria.
- Issue FMLA certification paperwork and required notices – If the circumstance qualifies for FMLA, Reed Group will open an FMLA case file and generate a packet of information needed for making an FMLA determination, including a Certification of Health Care Provider (CHCP) form. This paperwork must be provided to the employee within 5 business days and returned to Reed Group within 15 calendar days from the employee's first date of absence or the date the leave is initiated, whichever is later.
- Request military paperwork (If applicable)
- Receive and review FMLA certifications and other documentation for FMLA determination
- Issue all notices required by FMLA and/or USERRA – Reed Group must provide notification of FMLA approval or denial within 5 business days of receipt of *complete and sufficient* certification documentation. Incomplete information may cause delays or denial of FMLA coverage.

What type of notification does Reed Group send and what is included?

Reed Group will provide notices to the employee, supervisor, and human resources contact through each step of the process (notification, FMLA eligibility, FMLA approval, etc.). Employees can choose to receive notices from Reed Group via mail, personal email, or work email. No medical information will be included in notices sent to supervisors and human resources.

- **Eligibility** – This notification advises of the employee's eligibility for FMLA. It will advise whether an employee is eligible for a particular leave, and the dates for which the employee is requesting for leave.
- **Determination** – This notification advises that a determination has been made regarding the employee's leave.
- **Intermittent Time off Request** – This notification advises that the employee has requested intermittent time off from Reed Group.
- **Extension Request** – The employee has requested an extension of their FMLA leave.
- **Form Reminder** – No documentation has been received that supports the employee's leave.
- **Leave Exhaustion approaching** – The employee's leave exhaustion date is approaching.
- **Leave Exhaustion** – The employee's leave has exhausted.



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Provisional Approval – Will absences be FMLA-covered during the certification process?

Employees are provisionally entitled to FMLA leave, including job protection and maintenance of group health insurance benefits:

- during the time between the eligibility determination and receipt of certification paperwork
- pending receipt of the second or third medical opinion, or
- pending authentication or clarification of a medical certification

If the certification does not ultimately establish the employee's entitlement to FMLA leave, the leave shall not be designated as FMLA leave and may be treated as paid or unpaid leave under the employer's established leave policies.

Certification Period – How long is the certification valid?

FMLA certification is valid for up to one year and must be recertified at the first absence after the certification expires.

If the health care provider specifies the end date of the period of incapacity on the certification, Reed Group will approve the leave period per the provider's certification. However, if the provider does not specify the end date of the period of incapacity due to the condition, and the condition is not specified as chronic or lifelong, Reed Group will send a letter to request specific additional information regarding duration. For chronic or lifelong conditions, the standard certification period is 12 months.

FMLA claims approved by Reed Group between July 1 and August 12 for a duration of 6 months will be reviewed upon the employee's request and adjusted to 1 year if supported by the Health Care Provider's original certification.

Certification Fees – What if my provider charges a fee to complete FMLA paperwork?

It has always been the State of Iowa's policy that employees bear the cost of obtaining FMLA certification, including any fees a health care provider may charge to complete FMLA forms.

Processing Timeframes – How long does the certification process take, and are there time limits?

- Employees must notify Reed Group of FMLA-qualifying absences within 30 calendar days prior to an FMLA-qualifying absence (if known) or within 48 hours (2 days) after the start of an FMLA-qualifying absence.
- Reed Group has up to 5 business days to notify the employee, supervisor and Human Resource Associate (HRA) of the employee's eligibility, and send FMLA certification forms and employee rights and responsibilities.
- The employee has 15 calendar days from the employee's first date of absence or from when the leave is initiated, whichever is later, to provide the completed certification form to Reed Group.
- If the documentation received by Reed Group is incomplete, forms are returned and the employee has 7 calendar days to cure the deficiency.
- Reed Group has 5 business days from receipt of completed certification forms to notify the employee, supervisor and HRA of FMLA approval or denial.



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Can Reed Group contact my Doctor?

If an employee submits a complete and sufficient certification signed by the health care provider, additional information may not be requested from the health care provider unless the employee requests otherwise.

However, in the event incomplete or insufficient information is provided in the Certification of Health Care Provider (CHCP) form, Reed Group may return the form to the employee for clarification by the health care provider. If the deficiencies are not cured within 7 calendar days Reed Group may contact the provider directly to obtain the information.

Regulations allow an employer or its agent (Reed Group), to contact the employee's health care provider for authentication of a medical certification (CHCP). Reed Group may also contact health care providers for clarification of the CHCP provided that Health Insurance Portability and Accountability Act (HIPAA) privacy regulations are met.

To address employee privacy concerns, regulations make it clear that the employee's direct supervisor is prohibited from contacting the employee's health care provider.

Will Reed Group have access to what prescriptions we are taking and our chronic illnesses?

The Certification of Health Care Provider (CHCP) form only requests information necessary for an FMLA determination. It contains the same type of information previously contained in FMLA certification forms. Reed Group will not request prescription information, but some health care providers may include prescription information on the certification form.

Must I sign a medical release as part of a medical certification?

No. An employee is not required to give the employer medical records. The employer, however, has a right to request that an employee provide certification containing sufficient medical facts to establish that a serious health condition exists.

Extenuating Circumstances

Late reporting (more than 48 hours after start of FMLA-qualifying absence) or paperwork (more than 15 calendar days) can be accepted if there are extenuating circumstances which prevented the employee from adhering to the process and the State approves.

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What is the process for 2nd opinions?

Reed Group will not make an independent evaluation and contradict a health provider's medical opinion. However, if the employer has reason to doubt the validity of the use of FMLA leave, the State may request a 2nd or 3rd opinion. (Employees are provisionally entitled to FMLA pending subsequent medical opinions.)

Per Reed Group, requests for 2nd opinions can only be made while the case is in "pending" status. Managers and supervisors must contact the FMLA Program Manager to request a 2nd opinion, which is obtained at the State's



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expense. Some agencies require that the expense be submitted to the employer-sponsored health plan for payment, and then pay for any charges not covered.

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4) FMLA LEAVE – DURATION, TIME REPORTING, RETURN TO WORK REQUIREMENTS

Leave Duration – How may my 12 weeks of FMLA leave be taken?

FMLA leave may be taken in any of the following three ways:

1. Continuous FMLA leave: An employee is absent for a continuous period of time of more than three consecutive calendar days, up to 12 weeks in a fiscal year.
2. Intermittent FMLA leave: An employee is taking time off in separate blocks of time. Intermittent leave can be in hourly, daily, or weekly increments, and is often used for recurring medical appointments, flare-ups of a condition, or ongoing treatment.
3. Reduced schedule FMLA leave: An employee needs to reduce the amount of hours they work per day or per week.

Is FMLA necessary if an employee has sick leave and vacation time?

FMLA doesn't begin after sick leave or vacation time is exhausted – it begins with the first eligible absence and runs concurrently with paid leave.

- State of Iowa employees are required to use accrued sick leave, vacation time, comp time, banked time, and/or IUP personal time (as applicable) while on FMLA.
- If FMLA leave is taken to care for a family member, the only sick leave that can be used is enforced leave.
- Qualified employees may retain up to two weeks (80 hours) of accrued annual leave (vacation) once each fiscal year (Leave Retention).
- All appropriate paid leave must be exhausted (except any retained leave) before LWOP is granted. There is not any particular order of use.

What time increments should be used when reporting FMLA leave?

To be consistent when paid leave and FMLA run concurrently, absences should be recorded in the same increments used to report sick leave, vacation or other time off in their agency's time reporting system.

- Employees who report absences to the minute in their agency's time reporting system should report to the minute to Reed Group.
- Employees who report absences to the quarter hour in their agency's time reporting system should report accordingly to Reed Group in 15 minute increments.

For example, an absence of 13 minutes would be reported to Reed Group as 13 minutes or 15 minutes, depending if the employee's agency reports to the minute or quarter hour.

How should holiday time be reported while on FMLA leave?

If a holiday occurs during a period of continuous FMLA leave, the holiday will be designated as FMLA leave.

If a holiday occurs during a period of intermittent FMLA leave, the holiday will not be designated as FMLA leave unless the employee was scheduled and expected to work during the holiday.



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What if there is a discrepancy between LeavePro and my time sheet?

In the event of an FMLA reporting discrepancy, either Reed Group should be notified or a Human Resource Associate (HRA) should enter an FMLA leave balance correction in HRIS.

How does FMLA apply to Mandatory Overtime?

Under FMLA rules, if an employee is required to work overtime hours but cannot do so because of a FMLA-qualifying condition, the employee may be charged FMLA leave time for the overtime hours not worked.

If an employee works voluntary overtime, but is unable to work more than the regularly scheduled hours, the employer cannot use FMLA time to account for the missed overtime.

What do I need to do to Return to Work (RTW) after FMLA leave?

If you are on continuous leave due to a serious health condition, you will be required to provide RTW certification from a health care provider who has knowledge of your particular health condition.

Contact your human resources office to request the [RTW certification](#) form, job description, and the list of essential functions necessary to satisfactorily perform your job. Your health care provider will need your job description or essential functions list to complete the RTW certification. Return the completed RTW certification to your supervisor prior to returning to work.

Failure to provide this certification may delay your return to work. The certification must state that you are able to resume work and able to perform the essential functions of your job or identify any restrictions.

If you are on Intermittent or Reduced Schedule leave, you may be required to provide a Return to Work Certification for each subsequent absence unless the certification has been submitted in the last 30 days, and only if your employer has a reasonable safety concern about your ability to perform your job without harm to yourself or to others due to your serious health condition.

5) PRIVACY**Who can see my information?**

Reed Group will only have access to the medical information provided to them by the employee's medical provider. In LeavePro, management and human resources personnel will only be able to view dates of leave, the general reason for the leave (for example, employee health condition, family member health condition, birth of a child), whether or not FMLA applies, and FMLA status (pending, approved, or denied).

How secure is my information in LeavePro?

Reed Group's Privacy Policy states that security measures have been implemented to ensure secure data storage and restricted access. Furthermore, Reed Group will not disclose personally identifiable information to a 3rd party or any party outside the company unless authorized by the employee or required by law. OCIO has reviewed Reed Group's security protocols and is confident that employees medical information will be sufficiently protected.



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Why is private medical information necessary if employees do not want to share?

Employees are required to provide a complete and sufficient medical certification when requested by the employer, or its agent (Reed Group), in order to determine if a serious health condition exists and FMLA-protected leave should apply to an absence from work. Only basic information regarding the reason for the absence is necessary. If you choose not to share information sufficient to make an FMLA determination, FMLA can be denied and the absence will not be protected.

When reporting absences via LeavePro, Reed Group's online self-service portal at stateofiowa.leavepro.com, employees will select from a drop-down menu of "general" reasons for leave, such as Employee Health Condition, Family Health Condition, and Maternity.

6) FAILURE/REFUSAL TO REPORT/COMPLY

What happens if employees fail or refuse to report an FMLA-qualifying absence – are there any consequences?

- First, the employee will not receive the benefits of FMLA protection.
- Second, a manager or supervisor may contact Reed Group on the employee's behalf to initiate the determination process.
- Third, FMLA leave may be designated by the employer if enough information is known to make an FMLA determination. To designate FMLA, managers and supervisors must contact their Human Resource Associate (HRA). *Any requests for exceptions, 2nd opinions, or FMLA designations must be submitted by the agency's HRA to FMLA Program Manager: Sheryl.Jensen@iowa.gov.*

What are managers or supervisors supposed to do if employees don't contact Reed Group or refuse to complete the certification paperwork?

- The State is required to designate FMLA if sufficient information is known to make an FMLA determination. Employees are required to provide sufficient information regarding absences so an FMLA determination can be made.
- A manager or supervisor can ask the employee to contact Reed Group or may contact Reed Group on an employee's behalf to initiate the determination process if employees fail or refuse to do so.
- Even without completed FMLA certification forms, FMLA may be designated. Employees must still be notified within 5 business days of designation absent extenuating circumstances (Reed Group will issue).
- To designate FMLA, managers and supervisors must contact their Human Resource Associate (HRA). *Any requests for exceptions, 2nd opinions, or FMLA designations must be submitted by the agency's HRA to FMLA Program Manager: Sheryl.Jensen@iowa.gov.*

How will a supervisor or HRA know whether or not an employee contacted Reed Group?

Supervisors and Human Resource Associates (HRAs) receive Reed Group notifications when an employee reports an absence.

Failures to report will be identified by discrepancies between LeavePro reports and timesheets during the timesheet approval process.

Managers, supervisors or HRAs can notify Reed Group on an employee's behalf and initiate the determination process for previously unreported absences, or email FMLA Program Manager Sheryl.Jensen@iowa.gov to designate FMLA.



For State policy and personnel questions,
contact DAS HRE: FMLA@iowa

Any requests for exceptions, 2nd opinions, or FMLA designations must be submitted by the agency's Human Resource Associate (HRA) to FMLA Program Manager: Sheryl.Jensen@iowa.gov.



For FMLA determinations, contact Reed Group:
(844) 507-5393 (8am-8pm, M-F) • Stateofiowa@ReedGroup.com
FMLA Absence Management: stateofiowa.leavepro.com
Fax: 720-456-4790

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7) TRAINING/RESOURCES

What kind of training is available?

An [FMLA/Reed Group overview](#) is available online, as are separate LeavePro training modules for [employees](#) and [managers](#). Additional training has been developed for Human Resource professionals. For training requests, email FMLA@iowa.gov.

What about other resources?

An [FMLA Decision Tree](#) and variety of resources for all staff are available on the [State's FMLA webpage](#), including links to the U.S. Department of Labor. Also see:

U.S. Department of Labor FMLA Fact Sheets and Resources: <http://www.dol.gov/whd/fmla/>
U.S. Department of Labor Employee Guide: <http://www.dol.gov/whd/fmla/employeeguide.pdf>



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